

Benefits

General

ADM, CLK, CLT, MGT, PRF, SUP, TI

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	ADM, CLK, CLT, MGT, PRF, SUP, TI
Representation	SBPEA
Contract Date	2008-2014
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Benefit Plan \$ Hired BEFORE July 15, 1993	\$190.00
Medical Premium Subsidy (MPS) Hired BEFORE July 15, 1993	Effective July 13, 2013 Employee Only \$0 Employee + 1 \$134.83 Employee + 2 \$269.64
Medical Premium Subsidy (MPS) Hired AFTER July 15, 1993	Effective July 13, 2013 Blue Shield Signature HMO Employee Only \$194.90 Kaiser Permanente Employee Only \$230.25 Blue Shield PPO Employee Only \$230.25 Employee + 1 (All Plans) \$324.83 Employee + 2 (All Plans) \$459.64
Dental Premium Subsidy (DPS) Hired BEFORE July 15, 1993	Effective July 13, 2013 Up to \$9.46
Dental Premium Subsidy (DPS) Hired AFTER July 15, 1993	Effective July 13, 2013 Cigna Dental HMO Employee Only \$ 6.84 Cigna Dental PPO Employee Only \$20.75 Employee + 1 (HMO/PPO) \$ 9.46 Employee + 2 (HMO/PPO) \$ 9.46
Medical Opt-Out	Opt-Out Before 7/23/05 \$133.85 Opt-Out After 7/23/05 \$40.00
Medical Waive	Waived Before 7/23/05 \$190.00 Waived After 7/23/05 \$40.00
Vision	Employee Only
Life Insurance - Employer Paid	ADM, MGT: \$50,000 SUP, TI: \$35,000 PRF: \$25,000 CLK, CLT: \$20,000
Voluntary Life	\$10K - \$700K
Voluntary AD&D	\$10K - \$250K
Leave Provisions	
Vacation	80-160 hours/year
Sick	3.39 hours
Bereavement	2 Days (3 days if traveling more than 1,000 miles)/per occurrence
Holiday	13 + 1 floating/year
Annual/Administrative	MGT only – 80 hours Administrative/year, w/cash-out option SUP only – 40 hours Administrative/year, w/cash-out option, and 40 hours Annual/year, w/no cash-out option
Perfect Attendance	Annual Gym Membership -OR- Annual 16 hours Perfect Attendance Leave
Retirement	
Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply)	2.0% at age 55 7% County Pick Up/Contribution Hired Before July 15, 2008; OR 5 years of continuous Regular County Service

Tier 2 (Hired on or after 1/1/2013, reciprocity provision may apply)	2.5% at age 67
Retirement - Other	
457(b) Eligible to enroll at any time	After one year of continuous service in a regular position, employees are eligible for a biweekly match from the County. Match = ½ times the employee's contribution up to ½% of the employee's biweekly base salary.
Retirement Medical Trust Fund	After 10 years of Regular continuous service, eligible to convert sick leave to Cash Formula Value <u>County Contribution, based on years of service:</u> 10-14 years = 1% of bi-weekly base salary 15-19 years = 1.25% of bi-weekly base salary 20+ years = 1.5% of bi-weekly base salary
Other	
Annual Tuition Reimbursement	Funds/Amounts depend on bargaining unit
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$75, Employee Contribution
Qualified Transportation Plan	Pre-tax deductions of up to \$245/month for qualified transportation (commuter) expenses
Short Term Disability - General	55% up to \$1,075/week (eff. 1/11/14)

The County provides **Benefit Plan Dollars** and/or **Premium Subsidies** biweekly to help off-set the cost of your medical and dental premiums.

Hired After July 15, 1993

Example #1: An Accountant I elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

\$227.60 (combined cost of premiums)
 - \$194.90 (medical premium subsidy)
 - \$ 6.84 (dental premium subsidy)
\$ 25.86 (biweekly out-of-pocket cost)

Example #2: An Internal Auditor II elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

\$825.64 (combined cost of premiums)
 - \$459.64 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$356.54 (biweekly out-of-pocket cost)

Hired Before July 15, 1993

Example #3: A Planner III elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

\$825.64 (combined cost of premiums)
 \$190.00 (Benefit Plan Dollars)
 \$269.64 (medical premium subsidy)
 \$ 9.46 (dental premium subsidy)
\$356.54 (biweekly out-of-pocket cost)